

2003 COMPENSATION COMPARISON

NIH PROPOSAL

CURRENT EMPLOYMENT

PART I. BENEFITS HAVING AN IMMEDIATE VALUE OR COST TO THE *EMPLOYEE*

☐ **Proposed Compensation**

- Base Pay¹
- Locality Pay (if not credited above)
- Physicians Comparability Allowance
- 3Rs/2Rs Bonus/Allowance/Incentive
- Dollar value of annual leave earned in one year. Maximum carryover = 240 hours
- Holidays – value of 10 paid holidays

☐ **Employee Costs**

- FERS – .8% of base pay plus PSP/PCA or
- CSRS – 7% of base pay plus PSP/PCA
- TSP FERS – up to 13%, CSRS up to 8% of pay NTE \$12,000
- OASDI – 6.2% of pay up to \$87,000
- Medicare – 1.45% of pay

☐ **Current Compensation**

- Base Pay
- Other earnings that may/must be forfeited by accepting NIH employment
- Tuition credit for self/family members who are currently attending, enrolled, have been accepted for enrollment or if attendance is planned within 12 months in a college/university. Indicate amount of the credit and number of remaining years for which the credit will be paid.
- Bonus/Incentive Guaranteed in Writing
- Flexible Benefit Dollars/Personal Benefit Election Dollars²
- Dollar value of annual leave earned in one year. Maximum carryover = _____.
- Number & value of paid holidays & personal days

Retirement

- FERS – .8% of base pay plus PSP/PCA or
- CSRS – 7% of base pay plus PSP/PCA
- TSP FERS – up to 13%, CSRS up to 8% of pay NTE \$12,000
- OASDI – 6.2% of pay up to \$87,000
- Medicare – 1.45% of pay
- Required contribution to defined benefit retirement plan
- Voluntary, pre-tax contribution to a supplemental retirement system (401K, 403(b), etc.)
- OASDI – 6.2% of pay up to \$87,000
- Medicare – 1.45% of pay

Insurance

- Health Insurance (rate for BC/BS standard self only or family coverage) Note: Effective 10/8/00, FEHB premiums are paid in pretax dollars unless specifically waived by the employee.
- Life Insurance (indicate cost of comparable policy and value of current policy)
- Current health insurance premium and type of coverage (self only or family)
- Current life insurance premium (indicate value of policy)

Cost of Living Differential

A Runzheimer Two City COL or comparable third party comparison is **required** when cost of living differences are referenced in establishing NIH pay. (Note – may result in a savings to the employee if the COL is less in the new commuting area.)

¹ For superior qualifications appointments: Enter the 1st step of the grade including locality pay, if applicable.

For Rs: Enter the grade/step at which the employee will be hired *including* locality pay (although the amount of the R is based on a percent of base pay *excluding* locality pay).

For Physician Special Pay (PSP) with/without Rs: Enter salary for grade/step at which employee will be hired plus proposed PSP amount. For Title 42 appointments with/without Rs: Enter proposed salary.

² Monies provided to the employee by the employer that may be used to purchase benefits or to fund a reimbursement account. Unused monies may be converted to cash and are considered taxable income.

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PART II. EMPLOYER CONTRIBUTIONS TO THE COMPENSATION PACKAGE

(Part II. Complete only when total NIH compensation is not fully justified in Part I. Information will be considered but not necessarily on a matching basis.)

Retirement

- 10.3% of base pay & PSP/PCA to FERS or
- 8.51% of base pay & PSP/PCA to CSRS
- TSP for FERS - 1% automatic contribution of base pay + PSP/PCA; no Federal contribution for CSRS employees)
- TSP for FERS - Matching for the first 3% of employee contributions; no matching contribution for CSRS employees
- TSP for FERS - Federal contribution of \$.50 on the dollar for the next 2% of employee contributions; no matching contribution for CSRS employees.
- 6.2% of base pay up to \$87,000 to Social Security.
- 1.45% of base pay to Medicare
- Employer contribution to retirement, i.e., contributions to a 401K, 403(b), TIA-CREF, or other system regardless of employee contributions
- Automatic contribution to a supplemental retirement system made regardless of employee contributions and not reported above
- Employer's matching contribution
- 6.2% of base pay up to \$87,000 to Social Security.
- 1.45% of base pay to Medicare

Insurance

- 71% of total health insurance premium
- 33% of total BASIC life insurance premium
- Complete as applicable (note – credit flexible spending dollars above as income to the employee)

Sick Leave

- Dollar value of sick leave earned in one year. Unlimited accumulation permitted.
- Dollar value of sick leave earned in one year (include description of policy regarding the use and earning of sick leave and any limits on accumulation)